

# NGA Policy Academy on Scaling Work-Based Learning

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## WHAT

- NGA + six states (IN, IA, MT, NH, UT, WA)
- Target youth 16-29
- STEM middle-skill careers
- Clear pathways
- January 2016-June 2017

## WHY

- Main Street Montana, Pillar 1
- DLI 2015 Labor Day Report
- Benefits of WBL

# WBL Framework

## Clear Work-based Learning Partnership Agreement

A **clear** articulation of the work-based learning partnership between the participant, the educational institution or intermediary organization, and the sponsoring employer. The agreement describes terms and expectations of the experience, including learning objectives aligned with a career pathway, duration, and the financial or educational compensation afforded to the participant.

### Authentic Work Experience Component

Participant engages in an **authentic** work experience that is of value and relevant to the sponsoring employer partner(s) workforce needs. Participant is supervised and mentored in the completion of assigned tasks and projects.

### Structured Learning Component

Participant engages in **structured** learning activities to enrich and enhance knowledge, skills, and abilities. That includes curricula linked to the sponsoring employer's skills needs and the concepts participants encounter in the workplace.

## Culminating Assessment and Recognition of Skills

The experience culminates in an assessment to gather sponsoring employer feedback and garner formal **recognition** of participants' learning and acquired skills. A partner educational institution or third party intermediary organization carries out the assessment to ensure that recognition is aligned with the attainment of a credential or progress along a career pathway.

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## Montana's Vision:

To scale and enhance high-quality WBL experiences in Montana to:

- Serve Montana's **priority workforce development needs**
- Create **sustainable talent development pipelines** for Montana's high-demand industries
- Foster **career (and college) readiness** for Montana's youth and young adults
- Ensure **alignment** of education, government, community and business resources toward priority employer needs

## Montana's Action Plan:

1. **ELEVATE** the profile and importance of work-based learning as a critical component of the talent pipeline and a strategy for connecting youth to good paying jobs.
2. **DEFINE** and identify high-quality, demand-driven, work-based learning programs with the potential to connect youth with employers seeking to fill STEM middle-skills jobs and further education or training.
3. **ENHANCE** existing youth focused work-based learning programs through employer investment and alignment with the attainment of relevant skills and credentials.
4. **SCALE** youth and employer participation in work-based learning statewide by embedding it as a core feature of state education and training programs.
5. **MEASURE** the results of high-quality, demand-driven, work-based learning in connecting youth with career pathways to meet employers' STEM middle-skills needs and gain valuable skills.

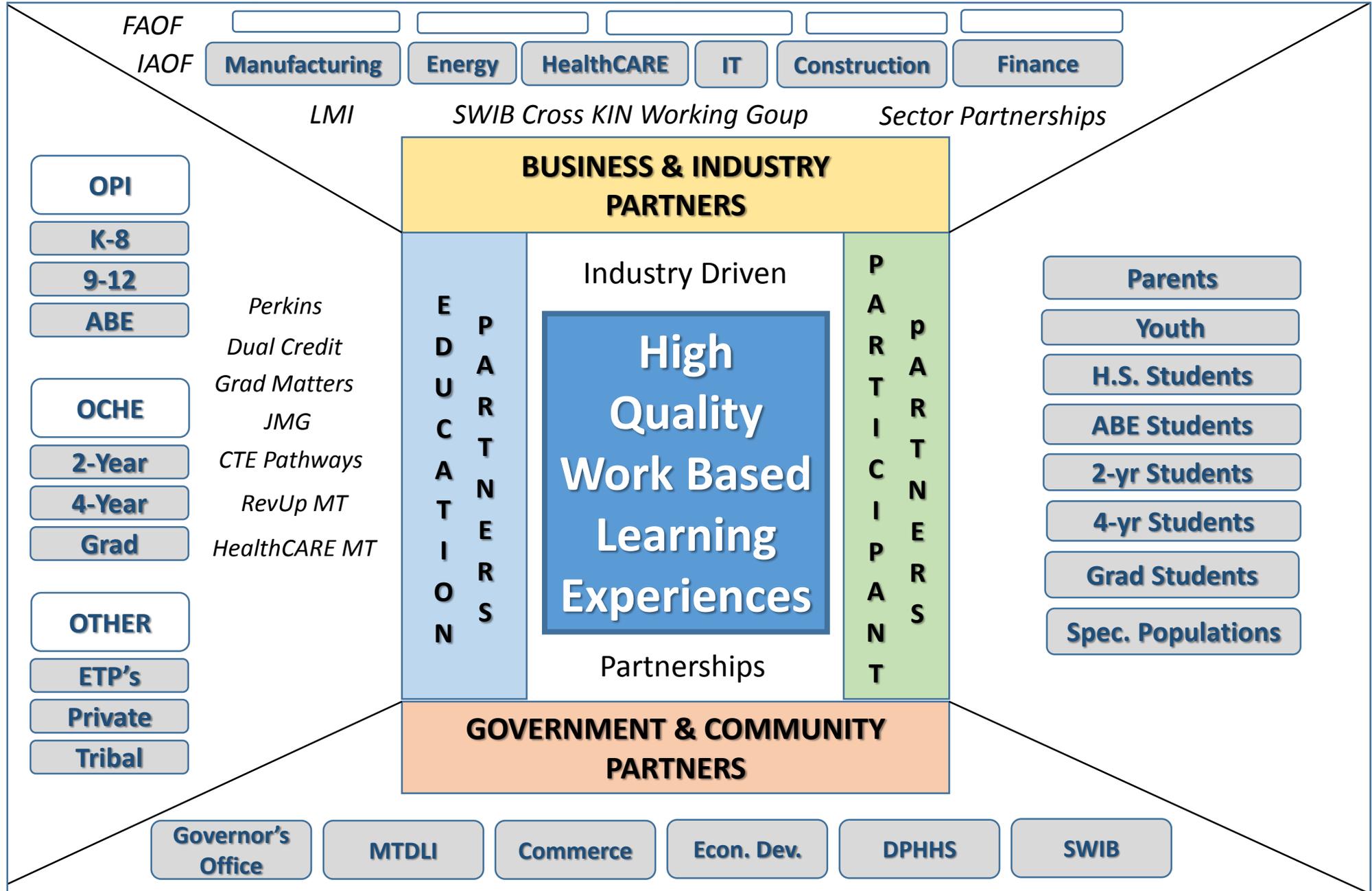
# Statewide Clearinghouse for Work Based Learning, Post Employment Training & Talent Development

- Urban WBL Model Projects**
- Billings
  - Bozeman
  - Butte
  - Helena
  - Great Falls
  - Missoula
  - Havre
  - Kalispell

- Rural WBL Model Projects**
- Glendive
  - Miles City
  - Lewistown
  - Dillon
  - Hamilton
  - Libby
  - Sidney
  - Malta

- Tribal WBL Model Projects**
- Blackfeet
  - Chippewa Cree
  - SKC
  - Crow
  - Fort Belknap
  - Fort Peck
  - Northern
  - Cheyenne

- Other WBL Model Projects**
- Youth
  - Veterans
  - Voc. Rehab.
  - Corrections
  - Regional
  - Consortiums
  - Unemployed
  - Help Act

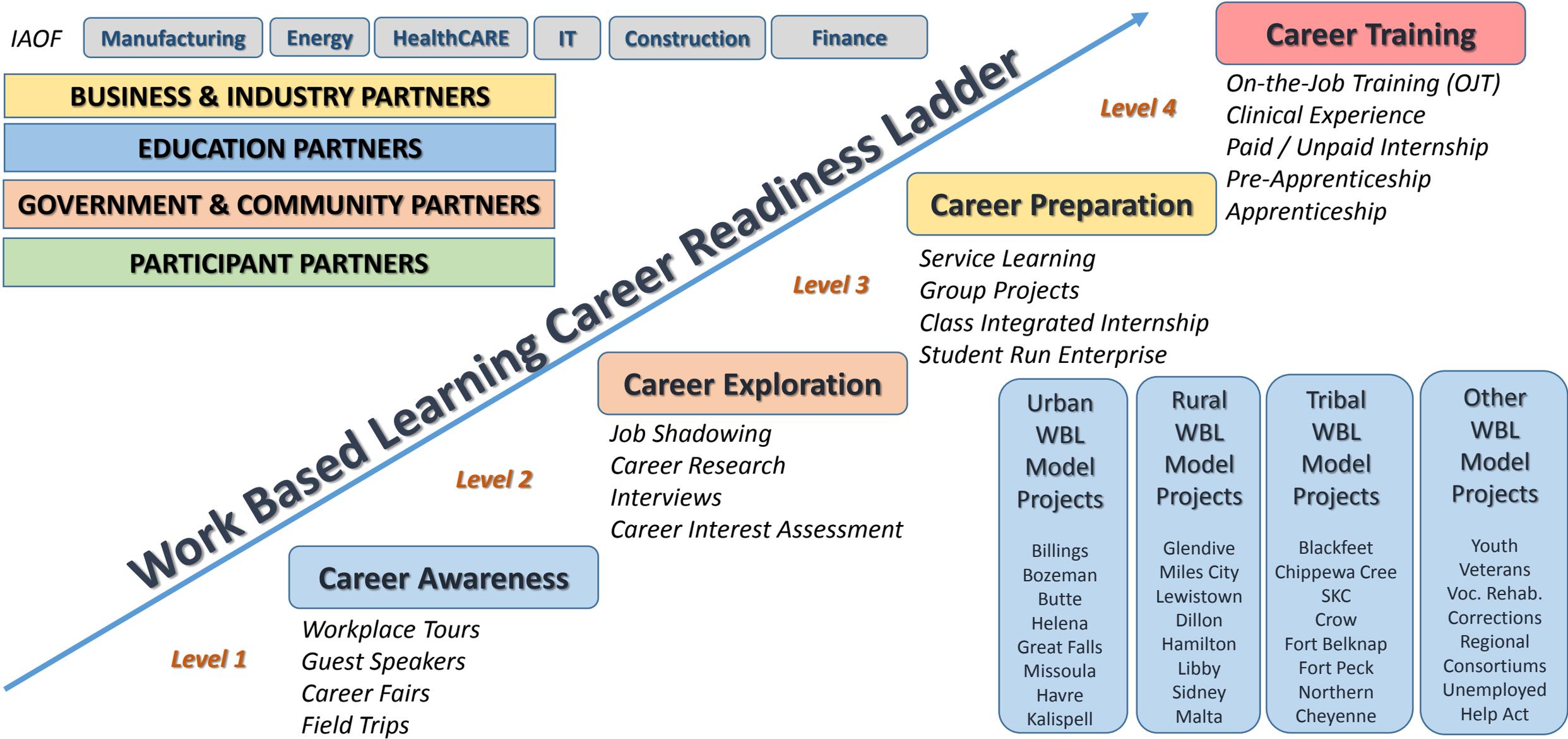


## Community Based & Industry Driven WBL Model Projects

# Industry Focused WBL Career Readiness & Talent Development Model

Statewide Clearinghouse for Work Based Learning, Post Employment Training & Talent Development

Community Based & Industry Driven WBL Model Projects



# How can you help?

- Feedback – today and ongoing
- Governor's Summit on WBL
  - September 21 at Montana Tech
- Help identify:
  - Existing programs w/ WBL components
  - Pockets of success and best practice
  - Champions
  - Barriers to employer participation
- Help develop technical guidance and FAQ for employers